

8 February 2023

Dear Memorial University of Newfoundland Faculty Association,

The Members of CUPE 3902 rise in solidarity with the striking faculty at Memorial University. We support your right to fair wages, benefits, and job security. We acknowledge the crucial role that your members play in providing high-quality education and world class scientific research in service of the local community and broader public. However, the future of the university is under threat by the gross mismanagement by University Administration. We agree that a university is best run by the faculty, workers and students who teach, work and learn there! We stand together in the fight for control of our Universities.

We urge the university administration to come to a fair and just resolution with the striking faculty, recognizing the importance of their work and the impact of their labor on the university and the broader community by ensuring faculty control over the board of regents and other governing bodies at Memorial University.

Contract faculty make up an increasing proportion of instructors at Memorial, and despite the important work they do, they are left working with no job security for years on end, often struggling to make ends meet. Full-time faculty, meanwhile, have unsustainable workloads because their complement is constantly falling and not being replenished — meaning more and more administrative and service work falls on fewer and fewer full-time faculty. On top of all of this, MUNFA members have not received a collective raise since 2016. In that time, inflation has eaten into their wages by 18%.

These are untenable working conditions, and they are unacceptable for students as well. Students deserve an excellent education provided by faculty who are treated fairly, with job security and reasonable workloads. Students deserve a university that hires enough faculty to provide all of the courses they need, and that treats those faculty with respect and dignity, tangibly recognizing the work that they do before the first day of classes and all of the work they do to keep the university running.

Faculty working conditions are student learning conditions, and students deserve the best. It is past time for the administration to get serious about treating faculty fairly and getting a contract settled.

MUNFA is making every effort to reach a collective agreement deal at the bargaining table. We at CUPE 3902 support MUNFA's efforts to address the key issues of contract faculty security, workload, collegial governance, and salaries. Furthermore we recognize the untenable governance structures common to Canadian Universities where bloated administrations leech of hard work from disaffected students and faculty. Here we urge you to toe the line and win control of your workplace!

CUPE 3902 extends our hand to MUNFA to offer whatever assistance we can from Toronto.

Yours in solidarity,

CUPE Local 3902

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